



Family Policy and Care praxis in Europe

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**WORKCARE: Social Quality and the Changing Relationship
Between Work, care and Welfare in Europe**

www.workcaresynergies.eu



Aim of this presentation is:

- To identify different family policy models
- To investigate relations between family policy and care praxis

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Aim of the workcare project

- To explain the transitions between work and care on a comparative basis.
- To understand how households make decisions about work and care
- To explain the relation between gender norm, family policy and care praxis

3 types of Analyses:

- Analysis of cross-European data sets to provide the “big picture” of European patterns of work and care
- Analysis of childcare, flexibility and workplace policies at both national and European level
- In-depth interviews with households in countries having contrasting traditions of work and care: Denmark, the UK, Poland, Hungary, Austria, Portugal and Italy

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Family policy regimes

The family policy models are based on the following indicators:

- Flexibility on the labour market (possibilities of part-time)
- Childcare coverage
- Paid parental leave
- Total spending on family policy

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Family Policy and Welfare Regimes

Work-care Regime	Countries	Key Features ²
Extensive Family Policy	Denmark, Sweden, France, Belgium	High level childcare 0 -3 years, with generous payment of parental leave. High proportion women working part-time
Short leave, Part -time	Netherland UK	Short period of poorly paid parental leave, low provision of public childcare for 0 – 3 year olds and high proportion of mothers working part-time.
Long Leave Part-time	Austria, Germany	Long period of relatively well –paid parental leave followed by mothers who do return to the labour market working part-time.
Family Care	Spain Greece Portugal Italy	Period parental leave varies but badly paid . Mothers generally withdraw from the labour market and do not return when their children are older.
Extended Parental Leave ¹	Hungary Poland Czech Republic Lithuania Finland	Long period of parental leave with women returning to full-time employment when they have exhausted their entitlement to leave. deviates someone what as there is a greater provision of public care for 0-3 year olds and more women working part-time.

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How does family policy affect women's :

- Career interruption
- Time spent on spent paid work and domestic work
- Perceived risk of spending less time on paid work, than you would like, because of care responsibilities

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Career interruption due to full-time care for mothers with one child

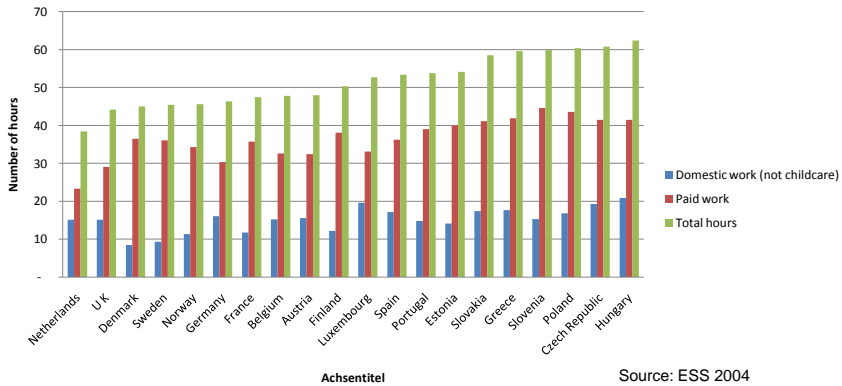
Family policy model	Countries	Short interruption under 6 months	Medium interruption 6 months - 2 years	Long interruption more than 2 years
Long leave part-time model	Austria	17%	44%	39%
	Germany	18%	42%	40%
Short leave part-time model	Netherlands	54%	19%	27%
	United Kingdom	31%	24%	45%
Extensive family policy	Sweden	10%	58%	33%
	Denmark	42%	46%	12%
Extended leave model	Czech Republic	7%	29%	65%
	Hungary	5%	31%	64%
	Finland	6%	39%	56%
Family care model	Spain	68%	19%	14%
	Portugal	78%	13%	10%
	Greece	57%	26%	17%

Source: ESS 2004

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Number of hours working mothers spend on paid work and domestic work in normal working week



Source: ESS 2004

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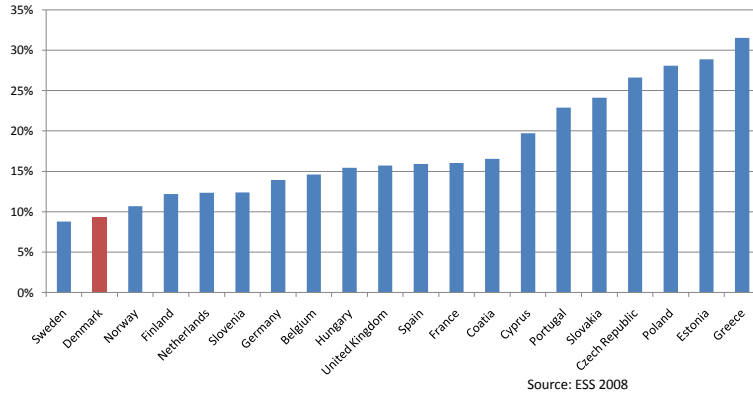
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Indicators of the imbalances between paid work and caring responsibilities

How likely is it that during the next 12 months you will have to spend less time in paid work than you would like, because you have to take care of family members or relatives.
ANSWER Likely



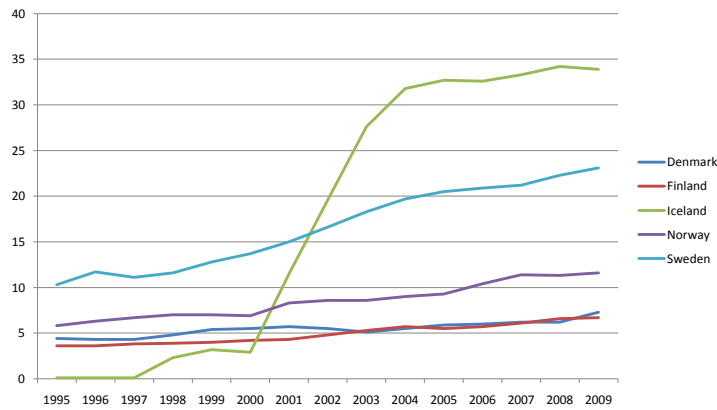
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Percentage of the total leave period taken by the father



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Summing up

- Extensive family policy that gives a right to receive care and time for care:
 - Increases women's autonomy and choice
 - Gives women more possibilities to transit between work and care with less negative career consequences
- The double burden of paid and unpaid work is more widespread in South- and East European countries
- Women always have a risk of being trapped in care obligations and to spend less time in paid work than they want to do.
 - The risk is high in Southern and Eastern Europe
 - The risk is low in Scandinavia
- General family policy regimes do not radically change fathers involvement in paid work and care, unless there is legislation to support it.

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